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*Factory People and Their Employers: How Their Relations are made Pleasant and Profitable.* A Handbook of practical methods of improving Factory conditions and the Relations of Employer and Employee. By EDWIN L. SHUEY. New York: Lentilhon & Co., 1900. 16mo. pp. x + 224.

THIS excellent little manual is intended to be of service to "thoughtful people—in developing plans" for the improvement of their own communities. Of the three ways by which an employer may share his good fortune with the community, viz., by gifts for educational and philanthropic purposes, by sharing of profits, and by "daily sharing through personal advantages," only the latter is discussed. The arrangement of this is such as to make it an excellent complement to such a book as Gilman's *Dividend to Labor*, where the workings of the different paternal institutions developed by a given employer are described one after the other. Shuey gives typical cases of the employment of one institution after the other, thus making it possible for the reader to secure the information relating to each in the most convenient form.

Chapters I–IV are introductory and deal in a general way with "essential principles" and the conditions to be observed in developing a paternal institution. Chapter v, "How Manufacturer's Interest has been Manifested," deals with typical American cases and forms the body of the book. In it is shown how employers have evinced their interest by improving the plant and by providing baths, lockers, lunch-rooms, etc., for the personal comfort of their employees; by providing opportunities in the way of libraries and night and day classes for mental and moral training; by shortening the hours of labor for women and providing many conveniences for their special comfort; by establishing savings, pension and loan funds, homes for the aged, etc., and by erecting houses and establishing kindergartens, schools, libraries, and playgrounds. Chapter vi shows how the employees have evinced their interest by organizing clubs, literary and musical societies, and relief associations, and by other forms of co-operative effort. Chapters vii and viii deal in a very summary manner with "Results" and "Opinions." Finally there is added the name and location of eighty-nine firms and corporations mentioned in the text so that those interested in securing details with regard to any special point may know at once where to apply. The index is good.

Because of his intimate and first-hand acquaintance with institutions of the kind described, the author is well equipped for the work undertaken. The book will be recognized as eminently sane by those not imbued with the idea that "class struggle" is a necessity. The author does "not assume that these methods have already solved the labor questions, but holds [that] they are certainly a valuable contribution to the development of those better conditions for which everyone hopes in the near future."

H. A. MILLIS.